



"Suggestion Box" To Gather Ideas Of All Employees

In this issue of THE HIGHWAY, Commissioner Miller has outlined a program wherein all are invited to send in suggestions for improving the efficiency of the State Highway Department. This is big news. It affords every employee the opportunity of becoming a vital factor in the future affairs of this organization and makes possible the adoption of ideas submitted by each of you, providing of course, that these suggestions are practical and an improvement upon the methods being employed at the present time.

Throughout the Department there are many who have perhaps hesitated to come forward with suggestions in the past because they felt that no adequate machinery has ever been set up for handling such matters. Others doubtless have felt that the existing methods must continue indefinitely because they were "standard practice." While there has never been a time when worthwhile suggestions have not been valued, this is the first time that these suggestions have been earnestly sought and every employee has been invited to participate.

But the program does not stop here. If your idea is deemed to be worthwhile and practical, it will be adopted and recognized as your contribution to the efficiency of the State Highway Department. Credit for it will go to you alone! If its adoption is considered impractical you will be told why, and thanked for your interest and co-operation.

You may be assured that all suggestions will be given every consideration. Commissioner Miller will personally discuss with members of the divisions to which they refer, all suggestions received. Where necessary he will direct that investigation be carried out to determine the practical value of such ideas and their adoption will depend largely upon the results of this research. No suggestions having merit will be shunted aside.

Each month THE HIGHWAY will publish an account of each suggestion accepted. When, after careful consideration, an idea is deemed to have sufficient merit, it will be designated as the "idea of the month." Periodically Certificates of Merit will be presented to those who have submitted suggestions of outstanding value.

The time to start thinking is now. If you have any pet theories or ideas for the more efficient handling of a particular operation, a change that will save time, or money, something of a more general nature, or a modification of some existing practice, write your ideas out and send them to: Suggestion Box, State Highway Department, Trenton, N. J. Be sure to clearly explain your suggestion and sign your name plainly. Let's go!

Submits Valuable Idea

Had it not been for Dick Snyder, of the Compensation and Claims Office, users of Highway cars would be faced with even greater inconvenience than they are encountering in their effort to meet the 50% gas reduction quota.

When word of this drastic reduction first came through, Dick did some heavy thinking and came up with the idea of a Travel Officer who would coordinate all travel.

Because of this valuable suggestion, it is now possible to obtain automobile transportation in many otherwise impossible situations as well as have at our disposal train and bus schedules in many sections of the State. Routing such trips is the function of Travel Officer Clifford Wear, so before you set out for some point by car or common carrier be sure that you consult him first. His extension is 489.

Highwaymen Excel As Firefighters

Stanley Coleman operates a diner on Route 6 at Troy Hills. At approximately 5 o'clock on the morning of January 8th he was awakened by a barking dog to find that a fire had started in the diner which is across the highway from his home. At the same time he noticed three youths running from the scene of the fire. He immediately put in calls for the Parsippany Fire and Police Departments.

Fortunately for Cole a State Highway sanding crew was working nearby. Hurrying to the diner they had the fire under control by the time the firemen arrived.

In the meanwhile the police were conducting a fruitless search for the three boys who apparently had started the fire. Their capture was not effected, however, until sometime later, when the sanding crew, having resumed work, chanced upon the culprits farther along the highway. They immediately picked them up and brought them to the police station. There they told how they had entered the diner and started a fire for the purpose of getting warm. It was not until it had gotten out of control that they had fled.

The Highway men who played such an important part in this early morning drama were: Sidney Proctor, Frank Walsh, Salvatore Palmer and Joseph Arkie, all members of Foreman Ernest Van Schoick's northwest landscape crew.

New Rating System For Hourly Men

Effective, January 1st, all hourly men will be given efficiency ratings on the same basis that has been used for many years in grading the salaried employees of the Highway Department. These ratings, however, will be made monthly instead of every three months as is the case with the latter group.

The marks to be used under this system are: E for Excellent, G for Good, F for Fair and UF for Unfavorable. In addition to this, provision is made for markings such as, G+ or G- etc. Every man will be marked on five separate counts, namely, 1. Quantity of Work, 2. Quality of Work, 3. Attendance, 4. Discipline, 5. Personality.

Whenever any employee receives less than G in any of these five categories he will receive notification to that effect and the reason for such a mark will be explained to him. This will make it possible for every man who is not being rated good or better to know exactly why. This knowledge will afford him the opportunity of improving his standing. In other words it will enable all of us to see ourselves as others see us. This is certainly a step in the right direction.

Why Not a Gang Letter

To assure the Highway boys, with whom you worked before he went into the Service, an adequate supply of mail, why not send them a gang letter every week or two?

The idea of this type of letter is simply that somebody starts it and each man in the gang, office or shop, writes and signs his own paragraph. When the fellow in the Armed Forces receives it, he not only gets a letter but he is actually hearing a word or two from all the boys he worked with.

If such a letter is sent out at regular intervals it would mean a lot to the Highwaymen who are away from home. Besides this, it would give the men who sent it a feeling of satisfaction.

If you think the idea is worth a

(Continued on Page 2)

COOPERATION OF ALL AIM OF NEW PROGRAM

"Blessed is he who has found his work," wrote the historian Thomas Carlyle. Work, if it is a true vocation, is at once the center of a man's thoughts and the object of his creativeness. To create for one's own self may be a passing pleasure; to create for the service of the whole community should be a continuing satisfaction. Such is or should be the nature of government service. For government, whether local or national is just another way in which people work together for a common objective.

The employees of the State Highway Department (whatever their precise jobs) are engaged in doing creative work. They are designers, builders and maintainers of our roads and bridges. They plan and construct that others may use.

We are eager to fashion a department in which men and women will be happy in their work; we want to encourage creative suggestions among all the employees of the State Highway Department. New ideas come to all of us as we work. We learn as we work. We discover new ways to improve our work or that of our Department. When such ideas are passed on they frequently form the basis of a new departmental policy. None of us are too old to learn; none of us are too young to have helpful suggestions. None of us are too wise as not to be able to add to his wisdom. Learning and growing go hand in hand. When we stop learning, we stop growing.

To encourage suggestions from every employee of the Department, I have decided to inaugurate a Suggestion Box. Ask yourself these two questions. How can I do my job better? How can we together improve the efficiency and service of the State Highway Department?

With this thought in mind, I am inviting all employees of this Department to make suggestions for improving any existing procedure or practice. No limitation has been placed upon the type of suggestion to be sent in. The only condition set down is that they are practical and that each is an improvement over some present method. If you are not sure that it is an improvement send it in anyway. Sometimes impractical ideas have practical features.

Send your suggestions in care of "The Highway" by mail to THE SUGGESTION BOX. Upon receiving these suggestions each will be thoroughly studied by me and those appointed to make the necessary investigation.

All suggestions will be acknowledged. If your suggestion has merit and is adopted, you will be notified. If it is not adopted, you have played your part in making the State Highway Department a more creative place in which to work.

Spencer Miller, Jr.
State Highway Commissioner.

MOETZ DIES AT SEA



GEORGE F. MOETZ

George F. Moetz, son of Fred Moetz of the Maintenance Division has been reported as missing in action by the U. S. Navy following the sinking of the cruiser Juneau in Pacific waters. The Juneau was one of eleven U. S. warships sunk during the sea battle which raged for several days off the Solomons last October.

George Moetz, who enlisted in the Navy a year ago, was a graduate of New Brunswick High School and Milbourn Grammar School. While at New Brunswick, he played varsity football and since that time had been employed as a millwright at the American Cyanamid Company at Bound Brook.

To Fred Moetz, a veteran of the last war, and Mrs. Moetz, THE HIGHWAY extends our deepest sympathy. In this, we are joined by the entire State Highway Department.

Highway To Reduce Car Mileage 50%

Travel Officer Appointed

On December 16th, Governor Edison appointed Wayne T. Cox to serve as State Government Mileage Administrator. This was the initial step in a program to conserve gasoline and rubber by reducing the mileage traveled by State-owned vehicles and privately-owned cars used on State business. The Highway Department's quota in this general reduction is 50% of the mileage traveled in 1941. Commissioner Miller issued a memorandum to this effect on January 15th.

In order to reduce automobile mileage with the least possible inconvenience to all, Commissioner Miller has appointed Clifford Wear as Travel Officer for the Highway Department. His functions in this office will be to coordinate as far as possible all car movements and to cause to be discontinued any use of Highway cars for purposes other than those considered to be absolutely necessary.

In the future all trips out of Trenton by car must be made a matter of record with the Travel Officer. Except in cases of emergency, this information should be placed in his hands a day or two in advance, so that he may provide riding accommodations for others traveling in the same direction. This will apply to all to whom cars have been permanently assigned as well as to those who are desirous of using a car for a special trip. Many employees with permanently assigned cars have regularly scheduled trips. These schedules should be placed in the hands of the Travel Officer without delay.

Similarly, anyone wishing to make a trip by car to some location inaccessible by common carrier should anticipate this trip and inform Wear of his desires at the earliest date. With such information at hand he will make every effort to coordinate this request with one or two others going to the same general section of the State. In many instances this practice will cause some inconvenience and loss of time. These matters, however, will be considered of secondary importance during this emergency.

Wherever possible all trips in the future must be made by train or bus, regardless of former practice or whether the car used is permanently or temporarily assigned. In such cases reimbursement will be made for all travel expenses.

In fulfilling this program, the State Highway Department will be making a most valuable contribution to this nation's war effort. It therefore becomes the obligation of every employee to cooperate to the fullest extent. Single passengers in Highway cars will be most unpopular in the future.

Chapman Driving For U. S. Army

George Chapman of Neptune City, a member of William Pinkerton's maintenance crew is now driving for Uncle Sam. In a recent letter to Mr. Connert, George told of some of the experiences he has had while driving equipment to many camps throughout the South and East.

In the same letter, Chapman tells of the loss of his four year old son. THE HIGHWAY wishes to extend to George and Mrs. Chapman our deepest sympathies.

THE HIGHWAY

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WHAT THE ARMY THINKS

In the January issue of THE HIGHWAY we published a letter received by Commissioner Miller from Commander H. E. Cooper of the Navy. This month it is our pleasure to present the Army viewpoint regarding the importance of your job.

Headquarters Second Service Command
Services of Supply
Office of the Commanding General
Governors Island, New York

Internal Security Division
39 Whitehall Street
New York, New York

Commissioner Spencer Miller, Jr.,
State Highway Commission
State House
Dear Mr. Miller:

The highways of New Jersey occupy a strategic position comparable with the Via Sacree at Verdun, connecting as they do the Ports of New York and Philadelphia with the military and supply establishments situated within the highway network.

The personnel of the State Highway Department, consequently, plays an important part in the war effort, whether it be the maintenance of way man, the shop mechanic, bridge engineer, or supervisor. It is by this wholehearted spirit between highway employees and the military that an "all American" record of cooperation has been achieved.

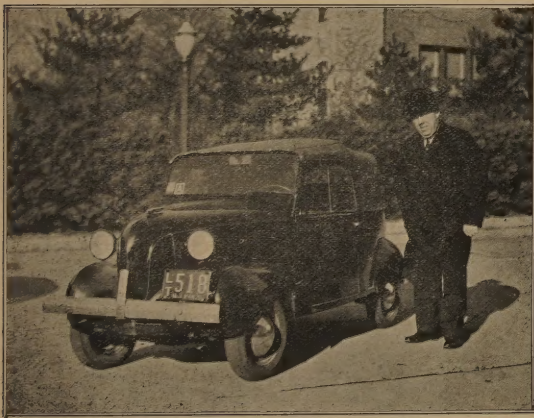
Kindly express our thanks to all members of your organization for their splendid work, which we know will be continued until Victory crowns American arms.

Very truly yours,

/s/ A. W. FOREMAN,
Colonel, GSC

Director, International Security Division

Midget Car Solves Transportation Problems



When the weather became too cold for bike riding, Lee Grover met the situation by acquiring a 2-cylinder midget car in which to ride back and forth to work. In fact, on many occasions he loads both Alex Muir and Fred Vollmer in with him on the homeward journey.

One evening recently, while chugging along at peace with the world, Lee was rudely awakened from his reveries by a mighty roar at his elbow. Glancing to his left, he was startled to find himself gazing up into the face of a none too playful police dog.

In an average sized car, Lee would have driven blithely on his way. He had met that situation many a time in the past. But this was different. At any moment the brute might decide to overturn the midget or sample some of the Grover anatomy. Either experience would be decidedly distasteful—to Lee.

Since outrunning the dog was impossible, Grover decided to resort to his most persuasive manner. Few had been able to withstand this approach in the past, so it was certainly worth a trial in this emergency.

It is not recorded whether the dog succumbed to Lee's charm or simply reached the end of his beat. At any rate, about that time he gave one last menacing yelp and allowed his quarry to proceed homeward without further mishap.

In the above photo, Grover is about to face the hazards of another homeward journey.

Highway Honor Roll

The following is the list of those entering the Armed Forces of the United States since the last issue of THE HIGHWAY.

TOTAL 332

Construction
Osborne, W. R. Army
Equipment
Binz, Martin Merchant Marine
Ditmar, Harry Navy
Maintenance
Miller, Warren Army
Wright, Alcaid, Jr. Army
Projects
Mills, Paul A. Merchant Marine

News From the Boys In the Service

We received a nice letter from OLIVER DOLL who is stationed in England in which he says that, "I am now a 1st Lieutenant which I am very proud of and hope I can live up to. I was one of three Second Lieut., who were made 1st Lieut., in the first promotion in our regiment on Dec. 17th. I sure enjoy the copies of THE HIGHWAY that I receive and hope it continues to thrive . . . from what I hear the old U. S. is really pouring it on now and it sure makes us all feel good to know it. Give my best to all the gang." Well, "Ollie," we know that all the boys join us in saying, "Congratulations." You'll do all right with any commission.

Master Sgt. HOWARD HOAGLAND of Chas. Keiderling's gang, is now located at G-4 Section, 44th Inf. Div., Fort Lewis, Washington, where he is spending his time, "in the Automotive Section in which I am responsible for all driver's permits being issued in the northwestern sector, work which I started under the supervision of the Motor Vehicle Department of the State of New Jersey in 1940."

Captain CARL TEEGAN of the Central Construction Division, writes to Paul Steen to say that he has received no word from any of the boys in the Highway for a long, long time. "People don't seem to understand. Letters are our greatest joy . . . I know where Bill Dallas is and others who have joined the Navy. They are allowed to tell where they are. We have to keep it a secret. I received the copies of THE HIGHWAY. They are swell, they do keep us in touch with the men both at home and away. It is one of the best sources of news." (We don't like to harp on a thing too much. But make it a point to sit down tonight and write a letter to Teegeen or one of the other boys. Carl's address is: 349th Eng. Reg. APO 980, Seattle, Wash.—Ed.)

Word comes that RAY SWEENEY of the Electrical Division is stationed at Gunner's Mate School, Group 1, Bk. 501, U. S. Naval Training Station, Great Lakes, Ill., and that JOSEPH PETTA, of Administration is now A/C Squadron A-4 Maxwell Field, Montgomery, Ala.

Pvt. CHARLES LACHENAUER, 8th Co. Cadre, Officers Candidate, Fort Knox, Ky., thanks the Commissioner for his Christmas wishes and states that the letter was received by him after it had been forwarded to four different locations. He says, "I had four month's basic training in Fort Knox, then transferred to the tank battalion for two months. After that I was reclassified and sent to Quartermaster Corps and finally back to Fort Knox." Charlie was a member of Howard Van Benthuyssen's landscape crew before entering the service.

Pvt. FRED MARINARO of the Newark Office and now stationed

Highway Department Civil Service News Examinations Scheduled

Monday, February 15, 1943

Promotion Test:

Right of Way Agent
Salary, \$3,000-\$3,600 per annum. Open to Right of Way Negotiators, and Title Reader Settlement Clerks in the State Highway Department, who have served as such in a permanent capacity for at least 12 months immediately preceding the announced date (Monday, February 15, 1943) for this test. Vacancy, Real Estate Division, State Highway Department.

at HQ. Co. 407 Infantry, APO 102, Camp Maxey, Texas, is really enthusiastic about Army life. Here's what he writes to Neil MacDougal: "This army life is quite the thing. I'm getting quite a kick out of it and enjoying every minute of it. Everything is swell at this camp. The food, the type of work, the way they give it to us, and the officers are tops." What Fred means is, he really likes it.

WILLIAM WALMSLEY of the Pleasantville Office of Survey and Plans becomes the first Highwayman to report from Dutch Harbor. In a recent letter to Commissioner Miller, Bill relates that, "We are working 7 days a week with plenty of work to do and plenty of cold weather to do it in, but we have plenty of warm clothing and good food which makes the whole thing quite enjoyable. I am looking forward to a speedy peace and early return to the Highway Department." Bill's address is C. M. 1/c, Navy 8170 c/o Fleet P. O., San Francisco, Cal.

One of the most interesting letters that have come to our attention was written by 1st Lieut. GEORGE A. KRAUS, of the Projects Div., from "somewhere in Alaska," to E. L. Meyer of that division. George relates many experiences with floorless tents, sleeping bags, makeshift bath tubs and also describes what appears at first glance to be a Highway reunion. He says, "Capt. Higgins is now second in command of our battalion, Lt. LaBar has the Capt's old job as skipper of E Co., and Lt. Davis has also been assigned to E Co. Lt. McGinnis is CO for the H & S Detachment and Capt. Teegeen is CO of Company D. Sgt. Aiello just came to my tent, etc. . . ." George voices the sentiments of all these fellows when he adds, "I hope you write soon." The address is: 0-904169, 2nd Bn. Hdq. 349th Eng. A.P.O. No. 980, Postmaster, Seattle, Wash.

2nd Class Petty Officer JOHN A. FITZPATRICK, who specialized

as a joint setter for Geo. McCann, Mike Lanza and Charlie Kuhn in the Maintenance Division, stopped in the office the other day. He is in the Sea Bees and will soon be off to distant points. His address is Navy 8310 Fleet P. O., N. Y. C. Jack spent two years in the Army during the last war and has a son with the Pacific Fleet in this conflict.

Captain VALENTINE J. BURGER, Maintenance Foreman, is now stationed at Geiger Field, Spokane, Wash. An old army man and a member of the N. J. National Guard, he entered the service in Sept., 1940. Captain Burger first entered the army way back in 1909 and later distinguished himself as a member of the 46th Escadrille and 90th Aero Squadron during World War I. Besides holding the Distinguished Service Cross and Croix de Guerre, Burger is also officially credited with downing four planes during that conflict. At present, Captain Burger is Guard C. O. at Geiger Field.

In a letter to Commissioner Miller, Lieut. William B. Dallas, of the Survey and Plans Division bemoans the fact that he is unable to contribute any news of any interesting nature and therefore will just say "Hello to all the fellows." Bill adds that he is looking forward to coming back to the Highway when "this job is done

APPOINTMENTS

Guard: William O. Lingrell.
Senior Clerk Stenographer: Florence A. Millerick, Claire Laczoni.
Sr. Bookkeeping Machine Operator: Rizziero D. Cintia.
Mechanic (Body and Fender Repair): John H. Veenstra.
Junior Auditor: Frank Fiegan.
Garage Attendant: Harry A. Green.
Auditor Harold Palmer, Charles Brennen.

and other assignments are completed." And we might add that we're glad you like the paper, Bill.

Indianapolis News: Anybody who can get a serviceman's complicated address on the front of an envelope shouldn't have any trouble engraving Lincoln's Gettysburg address on the head of a pin.

Laboratory Lines

ABRAM WATOV

The students of the course in Inspection Technique of the evening War Training Program, sponsored by the War Department at Rutgers University, witnessed a demonstration in the Lab on the evening of January 8th. Sixty-five of those taking the course saw tests conducted on many materials manufactured by Trenton's war industries as well as routine tests on various highway materials. The demonstrations were arranged by the following men under the direction of Fred Baumann: Ralph Sherman, Julius Smoliga, Merrill Scheirer, James Tuozolo, Horace Wahl, Chris Kueker, William Ryan and Joseph Schlottenmeier.

This was the second of a series of demonstrations which will be held from time to time with the permission of Commissioner Miller, who has received a very fine letter from the instructor, Mr. W. F. Petry, thanking him and the men who participated for the great help given the class.

R. B. Gage, formerly head of the Laboratory and now Consulting Chemical Engineer to the Highway Department, is seriously ill in his West Trenton home following a stroke. It is to be hoped that he will be better in the near future.

Word was recently received from Bob Toft who is now in the Navy as a 2nd Class Seaman. Bob states that he has completed the Jacksonville, Fla., course and has just been assigned to the Great Lakes Naval Training Station for training as an aviation mechanic.

Jim Clark is now an Army Reserve Aviation Instructor, stationed at Braden Airport, Easton, Penna., where he is training flyers under the Civil Pilot Program.

Death Claims Dennis

It is with deep regret that we announce the death of Mahlon P. Dennis, of Bloomsbury, on January 2nd. Mr. Dennis was originally employed in October, 1933, with the crew of L. W. Klockner and in later years worked under Paul Haney. He retired because of illness late in 1941 and had been unable to work since that date. His record with the Department was one of faithful, conscientious service. We extend every sympathy to his survivors.

Why Not a Gang Letter?

(Continued from Page 1)

trial, start on it now. Put one man in charge of it. He will see that the rest of you toe the mark before the deadline is reached. When you really have it working let us hear from you. We'll give it a write-up and maybe the idea will spread.

BUY
WAR BONDS

BRIDGE BRIEFS

A. J. LICHTENBERG

R. E. Armstrong and Robert Hutchinson might well be taken for saboteurs but in reality they are snooping under bridges with a purpose. It is all a part of the survey being carried out for the War Department under the supervision of Sigvald Johansson to determine the carrying capacity of county bridges throughout New Jersey. "Army" and "Hutch" do the field measuring and Johansson assisted by Juan Delgado does the estimating. County bridges may be called upon to carry mechanized equipment in an emergency and these four men are now determining which of these bridges will carry it safely.



Virgil "Duke" Williams, one of our Senior Bridge Inspectors was sworn as a 1st Lieutenant, Army Engineers, on January 14th and is now at Camp Claiborne, La., undergoing basic training. Duke is the very exemplification of "pull may open the door, but push opens it more quickly" for he carried on a relentless campaign of the various officer procurement offices until he was finally wearing his favorite uniform. Before leaving Duke received the Bridge Club's gift of a wallet and service kit. L. C. Petersen made the presentation and expressed our well wishes and confidence.

Wm. C. Umberger, a veteran Bridge Designer, recently brought distinction to himself by becoming our second grandfather. Alvah J. Hall is firmly established in first place in this category with several grandchildren, one of whom, Perry Hall is an Annapolis graduate and is now serving as an ensign at San Diego, Cal.

Ralph Davis, Resident Engineer, Bridge Construction, is a correspondence chess enthusiast and would like to play some of the Highway boys via mail. Anyone interested in passing the long winter evenings in this manner should drop Ralph a line at Pittman, N. J.

Lieut. Comm. Hunter has completed his assignment with the Navy at Kodiak, Alaska and is now stationed in Washington where he is engaged in work relating to Navy construction contracts.

Field men seen in the office recently include: Chester L. Appleton, J. M. Everitt, Jack Koffler, Chas. M. Fox, Wilbur Spencer and P. H. Burch. The latter three are classified as field men simply because they are now out of the office and are teaching at Rutgers.

Hans S. Hansen Dies

We regret to report the death of Hans S. Hansen, Bridge Attendant, who died on January 6th in the Roosevelt Hospital at Perth Amboy, following a long illness.

Hansen, whose home was in Perth Amboy, came with the Highway Department in July, 1938, at which time he was employed by the Maintenance Division. In April, 1939, he was transferred to the Electrical Division where he remained until the time of his death. He is survived by a sister, Mrs. Marie Grace, of Perth Amboy, to whom we extend our sympathies.

Your Victory Tax May Not Equal 5%, But Don't Worry

The reduction you noticed in your last two checks was not a cut in salary. It was your share of Uncle Sam's new victory tax—it was your latest contribution to the defeat of the Axis and will continue to be deducted by the Federal Government from your pay for some time to come.

Perhaps you've decided to do a little accounting of your own and have come to the conclusion that your check should have been a little larger or a little smaller than it was. If such was the case, no mistake has been made. It all resulted from the method used in computing the tax reduction.

Instead of using a straight 5% reduction, the State Highway Department is grouping salaries within certain limits under one blanket reduction. If your semi-monthly check is between \$30.00 and \$40.00, the deduction is 40 cents.

Other deductions are as follows:

Earned Amt.	Deduction
\$40—\$50\$0.90
\$50—\$60\$1.40
\$60—\$70\$1.90
\$70—\$80\$2.40
\$80—\$100\$3.20
\$100—\$120\$4.20
\$120—\$140\$5.20
etc.	

As an example of how this works, let us assume the case of a man making \$160.00 a month. Forgetting for the present the deduction from each check for pension, because the tax is based upon the amount earned and not on the amount of the check received, we get a semi-monthly pay of \$80.00. From the above table it is found that the deduction is \$3.20.

If a straight five per cent had been used this amount would have been slightly different as shown in the following example: \$80.00x 24 payments equals \$1960.00 per year. Everyone is exempt for the first \$624.00 which leaves a taxable income of \$1296.00. Five per cent of \$1296.00 equals \$64.80 which divided by 24 equals \$2.70, from which we find that the employee in question is actually paying \$.50 a month more than five percent.

The man who makes \$200.00 a month instead of \$160.00 pays the same amount but in reality he is saving \$.50 a month, for if figured on the basis of a straight 5 percent he would have to pay \$3.70 instead of \$3.20.

While the amounts paid appears to favor one group and work to the disadvantage of another, according to the income, this discrepancy will be adjusted in the future in a manner as yet undetermined. The system being followed at this time is not the choice of the Highway Department but is based upon instructions issued by the State Treasurer. In the end all will pay a straight 5%—if the government does not increase it.

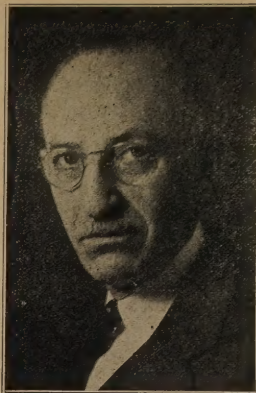
Junior Telephone Operator

Drawbridge operators calling up the home of Russell Henry, Bridge Maintenance Mechanic, for assistance in handling a balky bridge, are greeted by a small voice that tells them to, "Wait a minute." The possessor of this frail voice is Joan, the 5 year old daughter of Russell. She acts as his secretary but as yet is not on the payroll. The only difficulty is that her office hours terminate at 7:30 p. m.—her bedtime.

A Word of Advice

One of our mechanics recently appeared for fingerprinting. As he wiped his hands with a piece of waste he asked the man in charge of operations if it mattered if his hands were a little dirty. "It doesn't matter much about your hands," replied the other, "But it's better if you have a pure heart and clean conscience."

**KEEP 'EM ROLLING —
BUY BONDS**



Muir's Manner Gets Results

"Alex Muir might impress the casual observer as being one of the Department's prize grouches . . ."

Thus ran the opening line of an article devoted to the Superintendent of Maintenance and appearing in the November, 1922, issue of The Highwayman. It goes on to say, however, that aside from this general appearance, "Alex is one of the most popular men in the Department, and is really very human."

While these statements are both true, it seems to us that the best description of Alex was contained in a little sentence we ran across later. "... he accomplishes what he undertakes . . . is the sort of a fellow who would tell you that the results obtained were the result of the efficiency of his assistants and associates . . ." To us, that's Alex.

Born in East Orange on July 2, 1886, Muir attended private schools until 1899. After that he entered Newton (N. J.) High School and graduated in 1902. The next twelve months were spent in Hightstown as a student at Peddie Institute. The call of business was heeded at this point in Alex's young life and as a result he spent 1903 and part of 1904 in New York in the wholesale hosiery business.

Feeling the urge to further his education he returned to Peddie in 1904, 1905 and 1906, graduating in June, 1906. Then came the study of Engineering at Brown University from whence he was graduated in 1910 with a degree of Bachelor of Science in Civil Engineering.

During the summer vacations Alex worked for Sussex county and this he again did upon graduation. Then came four years with the County Engineer of Warren county before entering the State Highway Department employ in June, 1917.

Alex joined the Twenty-third Engineers, U. S. Army on December 9th, 1917, and served until June 17, 1919. He was in France from April '18 to May '19. Returning to the Highway on July 1st, 1919 Muir was assigned to the Maintenance Division. On August 30, 1920, he was made Acting Superintendent of Maintenance, and on October 1st, 1921, was appointed permanently to that position.

In the years that have elapsed since that date, Alex has built up a fine organization, one that has made a national reputation for highway maintenance and snow removal. One of the nicest features of this division is the fact that Alex is always for his boys and to a man they are solidly behind him.

In spite of the fact that this division is among the first to adopt that which is new, Alex remains the only man in the entire Highway Department who retains the old style telephone. This has been fitted with an earphone and headband that allows him full use of both hands while conversing. It is really a sight to see Alex slip this on his head, grab a pencil in one hand a sheaf of papers in the other and start into action. And we mean action that extends from Cape May to High Point, for when he starts things moving there is a general offensive throughout twenty-one counties. Efficiency is the watchword of the Maintenance Division.

PROJECTS PARAGRAPHS

ELMER MEYER

Several of our Projects men have recently undergone a change of title. Frank E. Harris, who was formerly Projects Engineer, is now Asst. Supervisor of State Aid Projects. Traveling Inspectors in the future will be designated as State Aid Projects Engineers.

The men acquiring this title are: Jesse Brannin, Harry E. Cudney, Jr., John Frascella, Jerome Gaven, Samuel G. Hunt, James Harding, Charles F. Hunt, Francis J. Reilly, Fred L. Shill, Ernest Topping and Harvey F. Wallace, Jr.

Information reaches the Projects Office that Inspector Paul A. Mills of Barnegat is now serving as a Chief Mate in the Merchant Marine. Paul, formerly a Lieut. J. G. in the Navy was recently ordered to report to the Merchant Marine. His location at present is undisclosed.

Ed Scott, who until he joined the colors was Frank Harris' secretary, has just been promoted to Sergeant. He is still at Fort Dix handling R. R. affairs. With "Scotty's" promotion the Projects Division lays claim to a record of some kind or other, because of the twenty men we have in the Service, five are sergeants, two are petty officers and the other thirteen are commissioned officers.

Two of our officers have recently been chosen for important advanced training. Captain "Al" Faxon is attending the General Staff and Command School at Fort Leavenworth, Kansas, and Lieut. Commander Guido Forster is at the Naval War College at Newport, R. I. Both will probably be assigned to staff duty upon completion of their courses. We feel that the Projects Division has good reason to be proud of its Servicemen.

The Mudjack Goes To War

The use of the mudjack to restore settled concrete pavement to its proper elevation has long been an established practice in New Jersey highway maintenance work. The Department's possession of mudjacking equipment and general familiarity with this type of work has proven of distinct advantage during recent months to various private contractors engaged in vital construction work at Army bases and in defense plants throughout this section of the country.

On at least six occasions the Department has been requested by army and defense authorities to assist in the correction of various problems which had arisen during construction work and which appeared could be best solved by the use of the mudjack. Commissioner Miller gladly agreed to cooperate to the best of our ability and referred the requests to the Maintenance Division.

Mr. F. D. Woodruff, Assistant Superintendent of Maintenance, was directed by Mr. Muir to conduct personal investigations at the various locations, and as a result of his investigations and subsequent recommendations work has been performed with the mudjack which has satisfactorily corrected the conditions requiring adjustment.

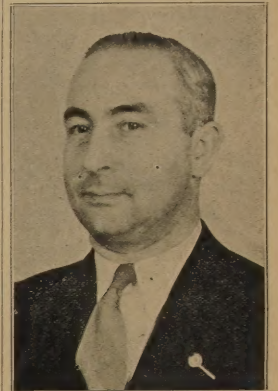
Three of the Division's mudjacking crews under the respective supervision of Foremen Charles Weller, Fritz Arndt, and Willard Mealy have been engaged in this work and eminently satisfactory results have been obtained in all cases. These men and all others who have assisted in the performance of this work are to be congratulated upon the thorough and efficient results which they have obtained.

These projects offer excellent examples of the aid peace-time agencies can provide in the conduct of our united war effort.

Palmer Follows 24-Hour Schedule

MARVIN RILEY

Nearly a quarter of a century ago Rider College lost one of her most versatile baseball stars when Gene Palmer, received his diploma. Rider's loss proved to be the Highway Department's gain for Gene was almost immediately certified to Lee Grover. From the beginning he has tactfully and efficiently handled matters relating to civil service personnel, today is Assistant Chief Clerk in charge of that type of work. More recently, he was chosen by his fellow workers in the Department as President of the Ten Year Club.



Gene Palmer's home town is Stockton, a small town on the banks of the Delaware River in Hunterdon County. In a small town the residents either join and take an active part in the various civic endeavors or move away. Gene joined.

At first his after-hours civic activities were confined to the Stockton Volunteer Fire Company, but by 1928 he was held in such high esteem by his fellow townsmen that he was prevailed upon to run for Councilman on the Borough Council and was subsequently elected without too much trouble for a term of three years. Gene has held his position as Councilman by re-election continuously since that time. On the last two occasions he was unopposed, a further indication of his popularity.

From the first, Palmer's "platform" has been a vigorous advocacy of the elimination of his Borough's indebtedness. Here again the results speak plainly of the efficiency of his campaign, for today the Borough of Stockton has entirely eliminated its bonded indebtedness and owes nothing to any person, bank or corporation.

Within the Borough Council Gene is Chairman of the Finance Committee, Chairman of the Water Committee, which has jurisdiction over the operation of the municipal water works, and since 1938 has been chosen annually by his fellow Councilmen as President of the Council. In this latter capacity he has frequently been called upon to serve as Acting Mayor.

When asked for the secret of his continued success in civic work Gene replied; "I believe in the work and like it. In questions involving a position one way or another I have always avoided the use of the words 'if' and 'but.' I have been 'for' or 'against'—but never on the fence."

The present national emergency has also added to his civic duties to such an extent that Palmer has practically no time of his own. He is a member of the Stockton Defense Council and as such is Vice-Commander at the Municipal Control Center, is Chairman of the Water Works Repair Squad, and one of the two members of the Vulnerability Committee.

He is also Chairman of the Stockton Boy Scout Committee and, as he says, "I am still a fireman."

**BUY WAR BONDS
AND STAMPS**

Meet the Gang



This month we present a Gang with the poetic cognomen of Crystal Lake Maintenance Crew. Intrigued by this appellation we traveled south on Route 25 expecting to find the boys working amid scenes of pastoral beauty. What we found was just another swell bunch of fellows in an everyday roadside setting, doing the same jobs that maintenance men do from High Point to Cape May.

This crew works under the direction of Foreman Jack McCullough and their section includes Route 37 from Trenton to White Horse, Route 39 from Bordentown to White Horse and Route 25 from Burlington to Yardville. A. Emery is the Assistant Foreman on these sections.

Shown in the photo, reading from left to right in the rear row are: A. Frascella, J. Murphy, M. Misanin, P. Sollomi, D. Sandhoff, R. Sparks and J. McCullough. In the front row are: F. Sandhoff, O. Kramer, J. Plumeri, L. Fabiani, F. Leone and A. Emery.

The average length of service of this group is over eight years, the veteran being Misanin who came with us in May, 1922. Although Foreman McCullough worked with the Highway for a matter of weeks in 1921, he did not start his present long record of continuous service until 1925. Others who have been around a long time are: Charles Lovett, who was absent at the time the picture was taken, employed since 1923; Murphy who came in 1930; Frascella and Plumeri who have been around since 1931 and 1932 respectively.

Murphy and Frascella are the truck drivers with this outfit while the grader operators are Sandhoff and Frank Cook who was absent at the time. Cook is well remembered around Trenton as an outstanding baseball player. Frascella established quite a reputation as a member of the Highway basketball team of a few years back as well as a manager of many fine baseball teams. George Case, star of the Washington Senators, was one of the stars who played under Frascella.

McCullough is the only veteran of the last war in this gang although Plumeri served with the regular army in Hawaii at the time they were building that base. Misanin, who bears the nickname of "Cold Patch Mike" is one of the oldest cold patch men with the State despite his youthful appearance. Although unrelated, Sollomi and Fabiani are often taken for twin brothers. A second look at the photograph will disclose why.

HIGHWAYMAN RESCUES TWO IN HOTEL FIRE

Warren W. Eltonhead, of the State Highway Department and the U. S. Army, was having breakfast in the Columbia Hotel in Kelson, Washington State the other morning when the fire alarm sounded.

The upper floors of the hotel were on fire and before the smoke had cleared away, Eltonhead had carried an old lady from her room to safety and assisted in bringing a fireman down from the top floor. The fireman was suffering from cuts and abrasions from broken glass. A picture of the rescue appeared in a Portland, Oregon newspaper.

Private Eltonhead, who is 30,

was inducted into the Army last August and after preliminary training at Fort Dix and Atlantic City was transferred to the West Coast. He is in the 377th Service Squadron, U. S. Air Force, stationed at Pendleton Field, Oregon.

In a recent letter to his parents, Mr. and Mrs. Clarence E. Eltonhead of Hamilton Township, Trenton, Warren relates how he was drenched by the stream from one of the hoses and that he assisted in applying first aid to the injured fireman.

Eltonhead worked under Earl Storer in the sign department of the Maintenance Division prior to joining the Army.

GRIN AND BEAR IT

Where would we be without poems? This month's contribution comes from William J. Hanratty of Survey and Plans. It seems that the salt air of New Jersey's famous seashore offers inspiration, for Bill comes from Asbury Park, right next door to Ocean Grove, the home of our regular contributor Randolph LaBarre. We think Hanratty has something worthwhile to say in his verse. What do you think?

Hey, listen brother, don't get sore,
For all of us are in this war;
You've got to take this ration rap,
So we can sock the dirty Jap.

Why rant and rave and get up steam,
Because they ration gasoline?
Your car will last you twice as long,
And exercise will make you strong.

A boy you know — perhaps your ol'
Is over there far from his home,
He doesn't gripe and ask for more,
He knows we've got to win this war.

Let's back him up and show that we
Can also fight for LIBERTY,
Reduction in our bill-of-fare,
Will help us feel we've done a share.

So one for all and all for one,
We'll do without and call it fun,
We'll show the Japs and all the rest,
That we are equal to the test.

Some day we'll get into our car,
Yell, "Fill 'er up" and drive her far,
But not until the job is done,
The boys are home, THE WAR IS WON!

Bill Hanratty.

Land and Legal

ED DRAKE

The Police Reserves of Trenton recently organized an association, the purpose of which is to place before the regular Police Department suggestions for the more efficient operation of the force, as well as to perpetuate the reserves as an active organization. Morris Balbresky of the Real Estate Division has been elected secretary. Other Highwaymen who are active in this group include: Charles Levine, George Heffernan, Arthur Lichtenberg, Peter Radice, John Egan, Frank Suchocki, Anthony Frascella and Balbresky. These boys really put in time walking beats, directing traffic, answering riot calls, etc., through all sorts of weather.

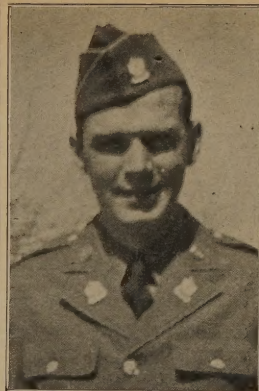
W. Kirk Schanck of the Title Bureau is now stationed at Baton Rouge, La., attending the Army Administration School at Louisiana State University. He sends word that his buddies like the candy he received from the office for Christmas, but he can't understand why they were so ravenous considering the swell meals they are served.

Lemuel F. Scale of the Title Bureau is now a member of the 15th M. P. Detachment stationed at Fort Monmouth, N. J.

Elmer Sabolch of the Legal Division is now a full fledged Coast-guardman at the Averne Barracks, Averne, N. Y. Elmer sends word that he eats about six times a day and is still spending about fifty cents on the side to fill a gap he claims is still there when he finishes the regular chow.

Frank Chiarella of Jerry Osborne's office is still at Fort Dix after six month's service. Undoubtedly, Frank has shown them that a good man is worth keeping.

Cook Promoted, But Fast



Christopher J. Cook, of the Flemington Office, Survey and Plans Division, was recently promoted from Private First Class to Staff Sergeant within a period of twenty-three days. This must be some sort of a record even for a Highwayman.

At the present time Sgt. Cook is stationed at Fort Benning, Georgia, where he is attached to the 300th Infantry, an organization which is used as a demonstration unit at the Infantry School. He is assigned to 2nd Battalion Headquarters.

The boys in the Flemington Office are looking forward to congratulating Cook on his next visit.

Colonel Hudson Dies

Col. Harold W. Hudson, former Assistant State Highway Engineer, died on January 22nd, following a brief illness at the New York Hospital.

Col. Hudson came with the Highway Department in 1928 as Asst. Engineer of Construction and in 1933 became Asst. State Highway Engineer, a position he held until 1934, at which time he resigned to accept employment with the New York Park Commission.

Col. Hudson is survived by his widow, Mrs. Sarah H. Hudson of Forest Hills, Long Island, to whom we extend every sympathy.

Please Forward THE HIGHWAY

All issues of THE HIGHWAY are being sent to the homes of our men in the service. This gives the family an opportunity of reading it before forwarding the copy to the Serviceman wherever he may be. Be sure, however, that you send it on. This has not been done in all cases. The result is that your favorite soldier, sailor or marine is deprived of much news.

If for any reason the home should desire an extra copy of THE HIGHWAY it will be sent upon request.

Equipment Items

JAMES O'ROURKE

The chauffeurs of No. 8 building really put on a Christmas party this year. The story should have appeared in our last column but space did not permit. Nevertheless, this year's gathering was so good that we feel that it should get a line or two even at this late date.

The party was highlighted by the singing of Christmas carols under the leadership of a trio composed of Pete Radice, Lou Messler and Al Leuchters. Mr. Vincent Keuper, Chairman of the Civil Service Commission was the guest speaker and gave the boys a most interesting talk.

The party was made possible by the generous support given to it by Governor Edison, Commissioner Keuper, Mr. James Lautter, Secretary of State Thomas Brophy and Mr. Frank Harris of the Highway Dept.

As Santa Claus, Al Leuchters gave out many presents including a push broom and shovel to Joe Horan with instructions how to follow the horses and make money; a book to Radice entitled, "The Dealings of a Union Business Agent With His Public," and many another good natured knock, in the guise of a gift.

Don McNeil did a better than good job on the Christmas tree despite some unexpected difficulties.

Charles Mernon, formerly secretary of the Equipment Employees' Assn., has been elected to succeed Edw. Tole as vice president of the organization. Tole recently accepted a position as inspector of Naval Ordnance. Nick Carnival will replace Mernon as secretary.

The Fernwood sick list includes: Jim Tyman, Frank Palmer and Patsy Remo. Here's wishing all of these veterans a speedy recovery.

Here are some more of our boys whose families are well represented in the service of Uncle Sam: Jim Glennon, of the blacksmith gang has two sons in the Army, Staff Sgt. H. J. Glennon, stationed at Fort Lewis, Wash., and Pvt. Tom Glennon, now at Camp Robinson, Ark. Marion Blakely has a boy, Martin, Jr., with the Air Corps and another, Donald, with the Merchant Marine. Lou Virok also is well represented with one son, Arthur, in the Army, and a second, Julius, in the Coast Guard. Lou's daughter has already signed up and is now awaiting call to duty with the WAVES.

Willard and Mrs. Emmons spent the holidays with their son, Kenneth, at Fort Moultrie, Georgia. Willard reports that the visit was enjoyable but the less said about the train service the better. Incidentally, Kenny has passed his Warrant Officer, Jr. Grade exams and is now holding that rating.

The government's policy of freezing valuable materials appears to have a parallel in the Artie Lutz household. Artie was conspicuous by his absence during the Christmas holidays. Investigation showed that Lutz was "enjoying" a week's vacation at home in what might be termed a Command Performance.

The story of the Fernwood flower fund in the last issue of THE HIGHWAY gave a plug to a well conceived and efficiently run enterprise. It was in error, however, to the extent that it said the fund was to be used in cases of sickness and death. The floral tributes are sent only in case of death.

Maintenance Notes

GENE BECKNER

Jack Lloyd, Landscape Foreman, who was formerly in charge of the work around Trenton and vicinity, is now stationed at Newport News, Virginia, with the 85th Coast Artillery. He says that he is undergoing a tough training course and that his tree trimming activities with the Department are now standing in good stead.

Clifford Heddon, who works in the Institutional Road Crew under the supervision of Elwell Clugston, has been ill for some time. The doctors at first had a little trouble diagnosing his ailment, but satisfactory treatment has now been started and he is on the road to recovery. His early return to work is hoped for.

Word comes to us that Charles Pfeffer, Jr., son of Foreman Charles Pfeffer, suffered injuries in one of the Solomon Island engagements. No details are available, but we are assured that the injuries were not serious. We join with a grateful father in giving thanks that this is so.



Julius Megules, maintenance foreman formerly in charge of the crew on Route No. 27 in the vicinity of New Brunswick and Metuchen, returned recently from a tour of duty with the U.S.A. Engineers in the far off Canadian North. Jules was very uncommunicative about his duties and those of his organization, but he did loosen up sufficiently to say that the food was good and that sleeping in a sleeping bag was plenty warm and really quite comfortable after one became accustomed to it. He expects another assignment shortly and is raring to go.

George McCann, 1st Lieutenant in the Army Engineers, whose arrival in the Middle East was announced in our last issue, is really getting into the swim of things. Although his actual location is still a mystery, his wife Clara, an attaché of the Motor Vehicle Department, received a letter in which George states that his organization is engaged in an intensive construction program—hospital quarters, roads, etc. He also says that he spent a most enjoyable New Year's Eve in the company of several British officers. He reports meeting a typical British Major, monicled and all, who looked very much as if he had stepped out of the movies, or rather cinema.

Howard Fitzhenry, truck driver in the maintenance crew operating around Jersey City and vicinity, has been hospitalized following an operation. You have our best wishes for an early recovery, Howard.

At last report, Jack Carr, Jr., who is attached to a Navy Seabee Outfit, was still on the high seas bound we know not where. He reports balmy summer weather and flying fish, so you can use your own imaginations. Sleeping on deck is one grand experience, says Jack.

Ollie Deakin, formerly Landscape Engineer and now on duty with the U. S. Navy in Alaska, writes that the Christmas gift box sent him from the Maintenance Office arrived the day before Xmas. Nice timing, eh?